

City of San Jose 457 Deferred Compensation Plan

Internal Revenue Guidelines: Annual Deferral Limits

Under federal law, contributions can be 100% of gross compensation or a dollar limit not to exceed contributions in effect for the current year for the three (3) types of benefits with Deferred Comp.

Note: The **minimum** amount that you may defer is \$25 per pay period.

Benefit Type	2008 Annual Limit Max	2009 Annual Limit Max
Regular (SAVE) Description: Employees contribute into this benefit type until the year in which they turn age 50.	\$15,500	\$16,500
CATCH-UP Age 50+ Description: Employees contribute into this benefit type, effective January 1 of the calendar year in which they turn age 50.	\$20,5000	\$22,000
Regular Catch-Up Description: During the three (3) years before the year in which you are eligible to retire (Federated Retirement age 55 or 30 years, Police and Fire age 50 or 25 years), you may exceed the maximums described in Regular (SAVE) in order to make up for years when you did not invest the maximum amount for which you were eligible.	Contact: Deferred Comp Program at (408) 975-1465 to see if you qualify for this benefit. Note: An irrevocable Agreement would be required.	Contact: Deferred Comp Program at (408) 975-1465 to see if you qualify for this benefit. Note: An irrevocable Agreement would be required.

Military Catch-Up

To qualify for Military catch-up benefits, you must meet the following conditions:

1. You were eligible to contribute to the plan, but did not make the maximum annual contribution due to the uniformed service.
2. You were not discharged from uniformed service under dishonorable or other punitive conditions.
3. You are permitted to make up contributions within a period not to exceed 3 times the length of uniformed service or 5 years from the date you are reemployed by your employer, whichever ends first.

Please contact Deferred Comp Office at (408) 975-1465 to see if you qualify for this benefit.

Note: Annual maximum amounts include total combined contributions to all Deferred Compensation benefit types: PTC(mandatory plan for Part-time, Temporary and Contract employees), Regular (SAVE), Catch-up Age 50+, and Regular Catch Up.